



100

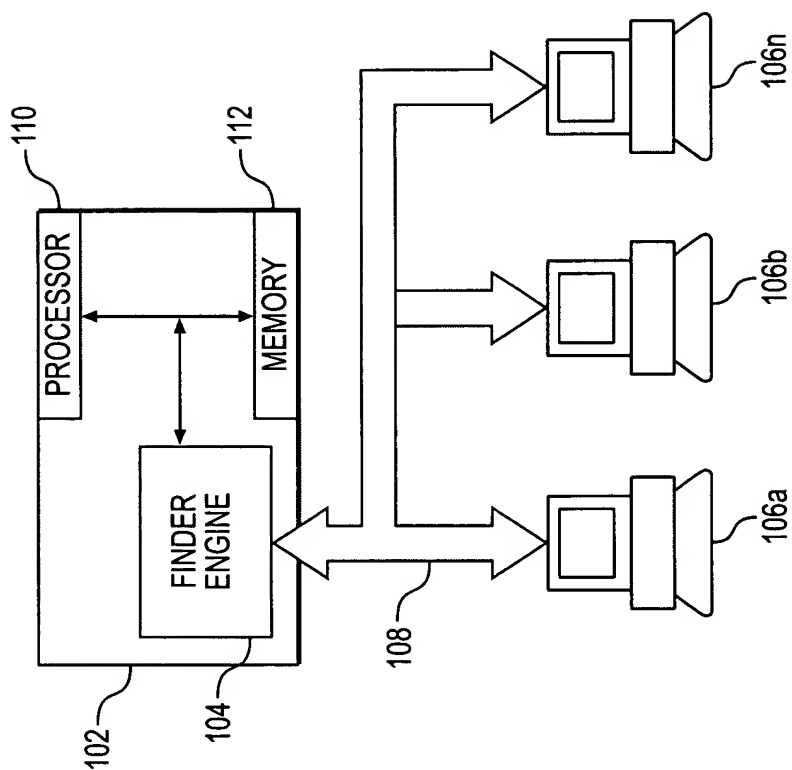


FIG. 1

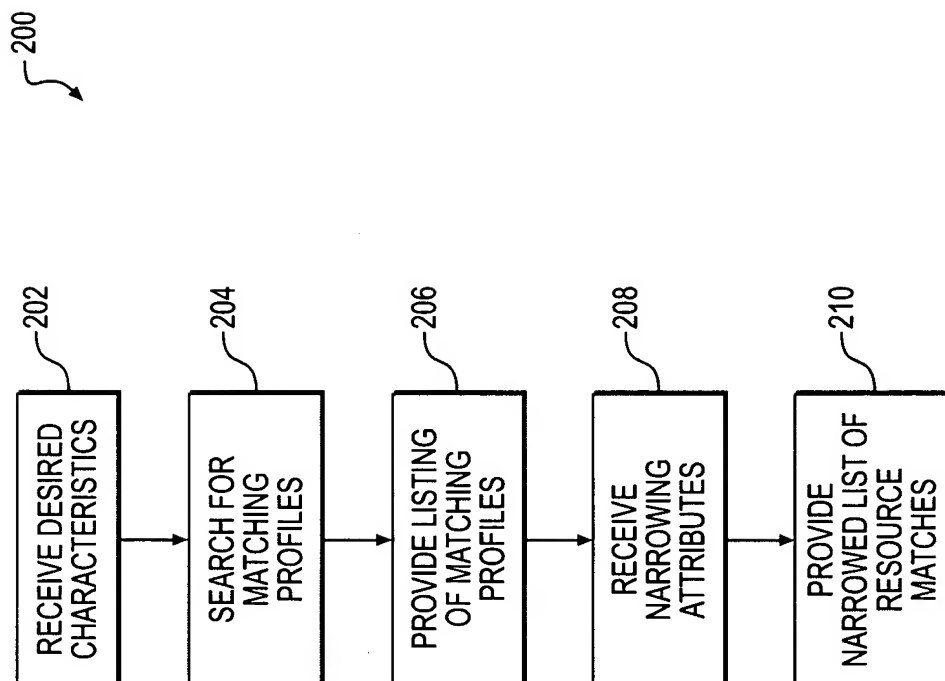
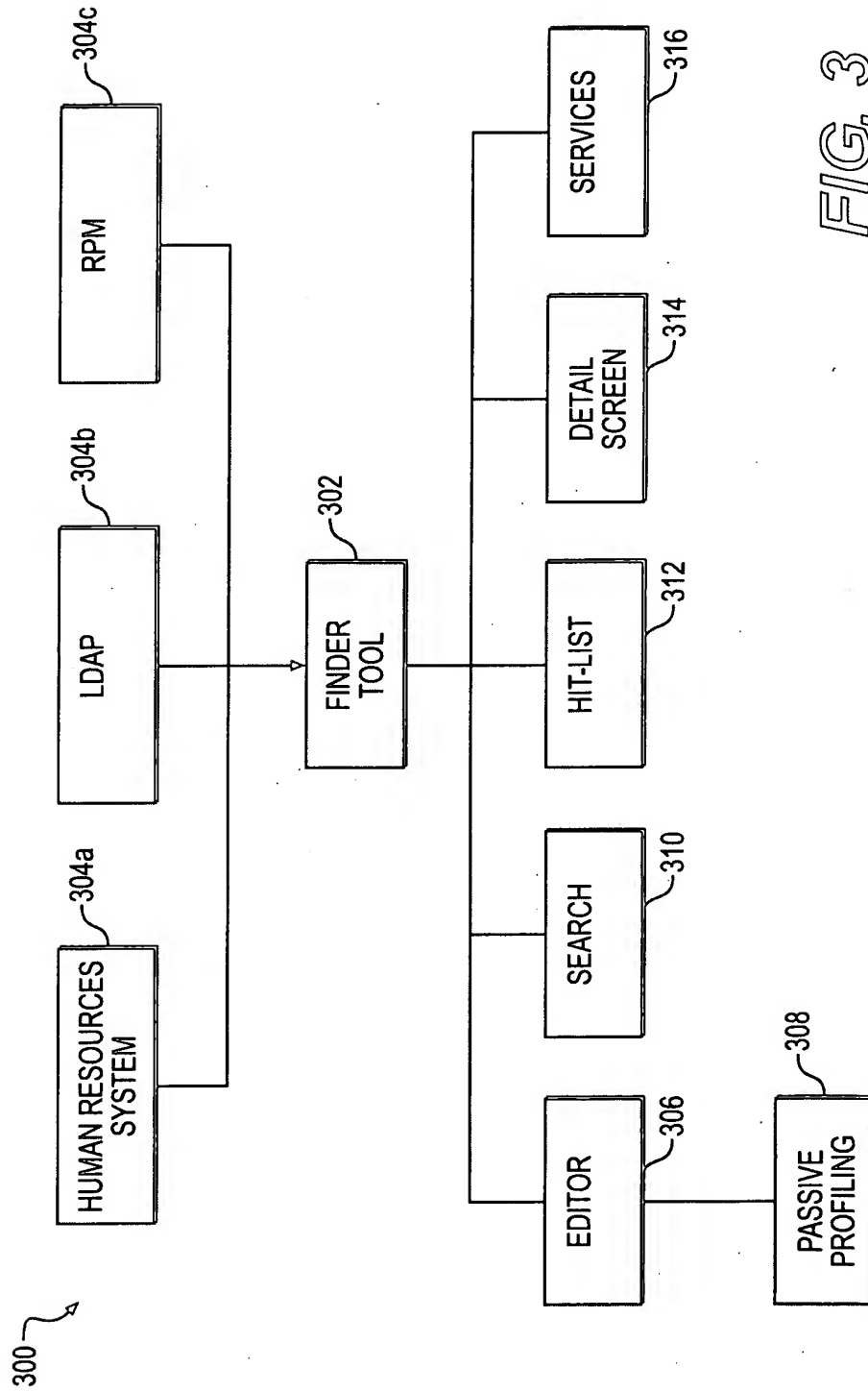


FIG. 2



Replacement Sheet





SEARCH TEMPLATES

FREE TEXT SEARCH

STANDARD PEOPLE SEARCH

SEARCH FOR QUALIFICATION

PEOPLE WITH SAME ACTIVITY TYPES

402

EDIT LIST

404

SEARCH FROM

FREE TEXT

SKILLS

JAVA DEVELOPMENT, PORTAL, EJB, J2EE

USER INTERFACE

FIND

RESET

SAVE TEMPLATE

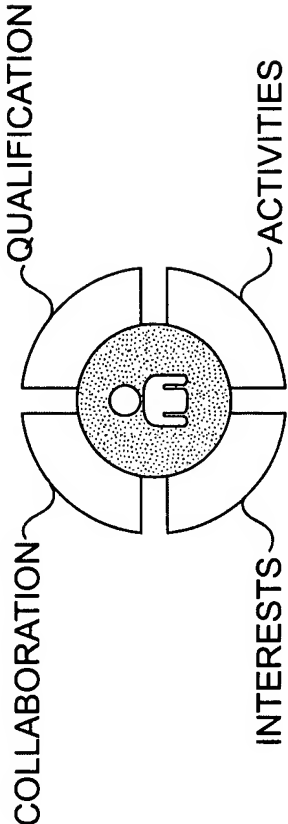
410

408

412

REMOVE

406



CHOOSE FROM FACETS TO ADD TO SEARCH FORM ABOVE.

FIG. 4A



Replacement Sheet



SEARCH TEMPLATES

FREE TEXT SEARCH

STANDARD PEOPLE SEARCH

SEARCH FOR QUALIFICATION

PEOPLE WITH SAME ACTIVITY TYPES

SEARCH FROM

FREE TEXT

SKILLS

JAVA DEVELOPMENT, PORTAL, EJB, J2EE

USER INTERFACE

REMOVE

EDIT LIST

SAVE TEMPLATE

ABOUT: BLANK-MICROSOFT INTERNET EXPLORER PROVIDED BY SAP IT

FILE EDIT VIEW FAVORITES TOOLS HELP

BACK FORWARD STOP SEARCH FAVORITES HISTORY LINKS SAPNET

ADDRESS

GO

SAVE FORMAS TEMPLATE

NAME OF THE TEMPLATE

FREE TEXT

SKILLS

JAVA DEVELOPMENT, PORTAL DEVELOPMENT EJB, J2EE

USER INTERFACE

SAVE CANCEL

EDIT

EDIT

DONE

INTERNET

FIG. 4B



Replacement Sheet

SEARCH PATHS
☐ FREE TEXT SEARCH FORM
JAVA DEVELOPMENT, PORTAL,
EJB, J2EE

420
REFINE RESULTS
☐ MASTER DATA
NAME
ADDRESS
DEPARTMENT
☐ QUALIFICATIONS
EXPERTISE
JOB E/ ADD FACET TO REFIN SEARCH RESULT
SKILLS
☐ ACTIVITIES
☐ INTERESTS
☐ COLLABORATIONS

428
SEARCH RESULT
52 MATCHES / SORT BY
NAME
DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

430
☒ NAME: NORMAN MAAG!
COMPANY: SAP AG LOCATION: GERMANY, WALLDORF DEPARTMENT: xAPPS EPS
PHONE: +49 6227 7 47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

432
☒ NAME: MIKE OHLSSEN!
COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ NAME: MARY PETERSON
COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☒ NAME: STEVE RAYNOLDS
COMPANY: AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL DEVELOPMENT, EJB, J2EE

☐ NAME: LARA THOMMSON
COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP
PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ NAME: CHRIS WEBBER ©
COMPANY: SAP AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ NAME: BOYD WOODGYER
COMPANY: SAP AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM
PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE;

SELECT ALL | Deselect All | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT

426
RESOURCES
SHOW PEOPLE
☐ PERSONAL NETWORK (19)
☐ PEOPLE COLLECTION 2 (40)
☐ RESULT LIST 1 (12)
☐ RESULT LIST 2 (8)
☐ RESULT LIST 3 (20)
☐ PEOPLE COLLECTION 3 (52)

422
424

FIG. 4C





Replacement Sheet

SEARCH PATHS

FREE TEXT SEARCH FORM

JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NEW SEARCH

REFINE RESULTS

MASTER DATA

NAME

ADDRESS

DEPARTMENT

QUALIFICATIONS

EXPERTISE

JOB EXPERIENCE

SKILLS

ACTIVITIES

INTERESTS

COLLABORATIONS

480

SEARCH RESULT

52 MATCHES

NAME

DETAILS

SHORT

SEGMENT

SHOW AVAILABILITY

NAME: NORMAN MAAG

COMPANY: SAP AG LOCATION: GERMANY, WALLDORF DEPARTMENT: xAPPS EPS

PHONE: +49 6227 7-47474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NAME: MIKE OHLSSEN

COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP

PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NAME: MARY PETERSON

COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP

PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

NAME: STEVE RAYNOLDS

COMPANY: AUSTRALIA PTY LTD LOCATION: AUSTRALIA, SYDNEY DEPARTMENT: HRCM

PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL DEVELOPMENT, EJB, J2EE

NAME: LARA THOMMSON

COMPANY: SAP NORWAY LOCATION: NORWAY, LYSAKER DEPARTMENT: DWP

PHONE: +47 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE

SELECT ALL

DESELECT ALL

SAVE AS RESOURCE

CREATE COMMUNITY

PRINT

SPECIFY SKILLS

SHOW ONLY SKILLS CONTAINING

UI

OK

COOPER UI PRINCIPLES

UI DESIGN

UI METHODS

UI TOOLS

488

486

484

SELECT AND REFINESearchResult

PEOPLE COLLECTIONS

PERSONAL NETWORK (19)

PEOPLE COLLECTION 2 (40)

RESULT LIST 1 (12)

RESULT LIST 2 (8)

RESULT LIST 3 (20)

PEOPLE COLLECTION 3 (52)

EDIT

FIG. 4E



Replacement Sheet

SEARCH PATHS

FREE TEXT SEARCH FORM

JAVA DEVELOPMENT, PORTAL, EJB, J2EE

QUALIFICATION > SKILLS

COOPER UI PRINCIPLES

NEW SEARCH

SEARCH RESULT

30 MATCHES

LOCATION

DETAILS

SEGMENT

SHOW AVAILABILITY

NAME: MARTIN BROOKS!

COMPANY: SAP AG LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: xAPPS EPS

PHONE: +61 6227 747474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,

COOPER UI PRINCIPLES

NAME: JOHANNA DAVY

COMPANY: SAP NORWAY LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: DWP

PHONE: +61 67529474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,

COOPER UI PRINCIPLES

NAME: TIM MOUNTAINMAN

COMPANY: AUSTRALIA PTY LTD LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: HRCM

PHONE: +61 3 474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,

COOPER UI PRINCIPLES

NAME: JOHN MOORE

COMPANY: SAP AG LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: xAPPS EPS

PHONE: +61 6227 747474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,

COOPER UI PRINCIPLES

NAME: JANE NEEDLETREE

COMPANY: SAP AG LOCATION: AUSTRALIA, BRISBANE DEPARTMENT: DWP

PHONE: +61 6227 747474 TERMS: JAVA DEVELOPMENT, PORTAL, EJB, J2EE,

COOPER UI PRINCIPLES

REFINE RESULTS

MASTER DATA

NAME

ADDRESS

DEPARTMENT

QUALIFICATIONS

EXPERTISE

JOB EXPERIENCE

SKILLS

ACTIVITIES

INTERESTS

COLLABORATIONS

PEOPLE COLLECTIONS

PERSONAL NETWORK (19)

PEOPLE COLLECTION 2 (40)

RESULT LIST 1 (12)

RESULT LIST 2 (8)

RESULT LIST 3 (20)

PEOPLE COLLECTION 3 (52)

EDIT

SELECT ALL

DESELECT ALL

SAVE AS RESOURCE

CREATE COMMUNITY

PRINT

FIG. 4F



Replacement Sheet

PEOPLE COLLECTIONS ☐ ☐ ☐ ☐

☐ PERSONAL NETWORK (19)

☐ PEOPLE COLLECTION 2 (40)

☐ RESULT LIST 1 (12)

☐ RESULT LIST 2 (8)

☐ RESULT LIST 3 (20)

☐ PEOPLE COLLECTION 3 (52)

EDIT

SEARCH RESULT ☐ ☐ ☐ ☐

30 MATCHES SORT BY LOCATION ☐ DETAILS | SHORT | SEGMENT | SHOW AVAILABILITY

498 456 454 MATCHES: 454

LOCATION: AUSTRALIA, BRISBANE 5

USA, PALO ALTO 3

GERMANY, WALLDORF 21

OTHER 1

458

SELECT AND REFINER SEARCH RESULT

SEARCH PATHS ☐ ☐ ☐ ☐

☐ FREE TEXT SEARCH FORM

JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ QUALIFICATION > SKILLS

COOPER UI PRINCIPLES

NEW SEARCH

REFINE RESULTS ☐ ☐ ☐ ☐

☐ MASTER DATA

NAME

ADDRESS

DEPARTMENT

☐ QUALIFICATIONS

EXPERTISE

JOB EXPERIENCE

SKILLS

☐ ACTIVITIES

☐ INTERESTS

☐ COLLABORATIONS

SELECT ALL | DESELECT ALL | SAVE AS RESOURCE | CREATE COMMUNITY | PRINT

FIG. 4G



```

graph TD
    A[REFINE RESULTS] --> B[MASTER DATA]
    A --> C[QUALIFICATIONS]
    A --> D[ACTIVITIES]
    A --> E[INTERESTS]
    B --> B1[NAME]
    B --> B2[ADDRESS]
    B --> B3[DEPARTMENT]
    C --> C1[EXPERTISE]
    C --> C2[JOB EXPERIENCE]
    C --> C3[SKILLS]
    D --> D1[COLLABORATIONS]
  
```

FIG. 4H





Replacement Sheet

SEARCH PATHS

☐ FREE TEXT SEARCH FORM

☐ JAVA DEVELOPMENT, PORTAL, EJB, J2EE

☐ SKILLS

☐ COOPER UI PRINCIPLES

☐ LOCATION SEGMENT

☐ PALO ALTO

☐ 360° VIEW

☐ TIMOTHY SHOW ALTER

NEW SEARCH

DETAILS

NAME: TIMOTHY SHOWALTER ©

COMPANY: SAP USA PHONE: +01 650 333 7474 DEPARTMENT: HRCM

TERMS: DATABASE DEVELOPMENT, DEVELOPMENT MANAGEMENT, JAVA DEVELOPMENT (JAVA DEVELOPMENT, EJB, J2EE), PORTAL (PORTAL), SAP R/3, USER INTERFACE DESIGN (COOPER UI PRINCIPLES)

SAVE AS RESOURCE | ADD TO COMMUNITY

QUALIFICATIONS

EXPERTISE | JOB EXPERIENCE | SKILLS

438

440

442

444

450

RESOURCES

SHOW

PEOPLE

☐ PERSONAL NETWORK (19)

☐ PEOPLE COLLECTION 2 (40)

☐ RESULT LIST 1 (12)

☐ RESULT LIST 2 (8)

☐ RESULT LIST 3 (20)

☐ PEOPLE COLLECTION 3 (52)

EDIT

SHOW FACETS

COLLABORATION

QUALIFICATION

INTERESTS

ACTIVITIES

DATABASE DEVELOPMENT: 10 YEARS EXPERIENCE OF DATABASE DEVELOPMENT AND ADMINISTRATION (AUTOMOTIVE INDUSTRY 1975-1985)

DEVELOPMENT MANAGEMENT: CURRENTLY DEVELOPMENT MANAGER FOR JAVA IN THE HRCM DEPARTMENT

JAVA DEVELOPMENT: 5 YEARS OF JAVA DEVELOPMENT, EXPERIENCE IN PROJECTS USING EJB, J2EE (HRCM DEMO, HRCM PROTOTYPE)

PORTAL DEVELOPMENT: PORTAL DEVELOPMENT FOR HRCM DEMO AND PROTOTYPE USING HTMLB

SAP R/3: DEVELOPER FOR SAP R/2 AND SAP R/3 (1985-1997)

USER INTERFACE DESIGN: INVOLVED IN THE DESIGN PROCESS FOR HRCM DEMO AND PROTOTYPE USING THE COOPER UI PRINCIPLES

FIG. 4J



Replacement Sheet

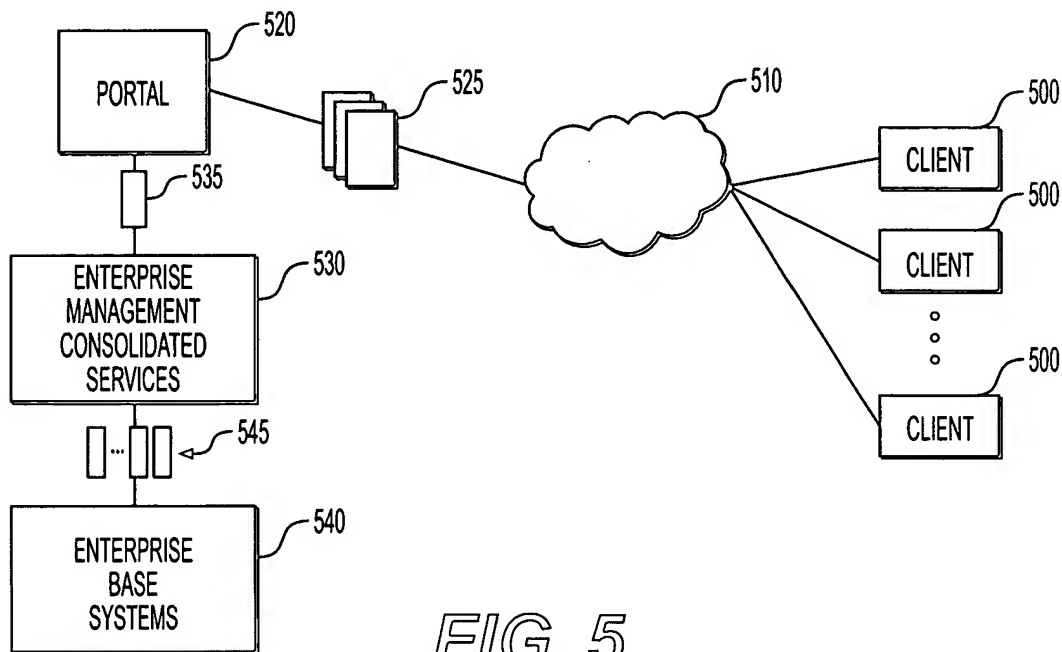


FIG. 5

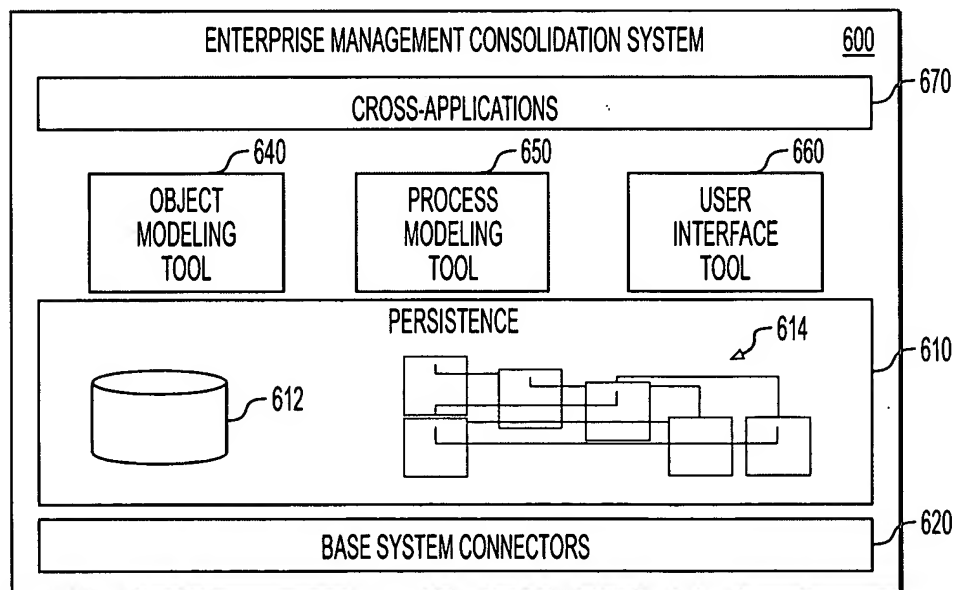


FIG. 6